

Principal Incentive Plan Proposed Changes for 2008-09

Recommendation:

Use 9th grade course data to measure “on track” progress is recommended to replace the graduation rate in section V. This is more consistent and fair measure of new principals’ influence on campus. This change will also keep the incentive instrument in sync with the principal appraisal instrument. For 2008-09, it will be on-track for grade 9. In 2009-10, it will include grade 10.

Recommendation:

The subcommittee recommends that both first year and retire/rehire principals are eligible for incentives. Exception will be that any principal whose campus is under investigation of testing improprieties will not receive an earned payout until the matter is cleared. Once TEA issues a ruling exonerating the campus from testing improprieties, an earned incentive from this program can be paid.

Recommendation:

Extend program to include Assistant and Associate principals. Assistants and Associates will be evaluated on the same metric as Principals with one addition. The employee must earn a rating of exceeds expectations performance evaluation. (The Executive Directors felt strongly that the performance evaluation standard be higher than satisfactory in order to earn an award.) Executive Directors approved awards Assistant and Associate principals at a rate of 50% of the principals’ award.

Recommendation:

Principals want the formula adjusted to allow for a variety of changes. For example, attendance boundary changes that affect student population. The suggested formulas were:

Original: Final Rating = 20% (I) + 20% (II) + 25% (III) + 10% (IV) + 25% (V)

Revised: Final Rating = 25% (I) + 25% (II) + 20% (III) + 10% (IV) + 20% (V)